

Problem set 3

The problem set examines the impact of resume characteristics on the chances of getting a callback for a job interview. You can refer to my paper on resume names for reference. The dataset I give you here only looks at resumes with Canadian experience and Canadian education, so there are no 'immigrant' resumes.

You may work in groups, although it is not necessary. Everyone must complete their own write-up. Your write-up should contain brief responses to the problem set questions, and not contain copied STATA output. Single coefficient results, with standard errors, can be discussed in the text. Where appropriate, include well labeled tables and/or figures. Feel free to experiment: this is real data.

The following variables are included in the dataset:

Firmid: job posting that a resume was sent in response to

Occupation_type: occupation category

Resume_type: resume category

Resume_typ_id: resume category id

Name_ethnicity: name ethnicity

Name_id: name ethnicity id

Sexreal: gender of resume name

Firstnamereal: first name of applicant

Name_last: last name of applicant

Ba_university: university where bachelors degree obtained

Baunilocreal: city where bachelors university located

Ma_university: university where masters degree obtained (missing if no masters degree)

Ma_major: ma degree

Language_skills: = 1 if resume listed fluency in English, French, mother tongue if ethnic name, 0 if not

Extracurricular_skills: = 1 if extracurricular activities listed on resume, 0 if not

Ba_major: ba degree

Datesent: date resume sent

Callback_type: indicator whether callback specifically for interview or general positive callback

Date_callback: date when first callback received (missing if no callback)

Called1: indicates whether first callback through voicemail or email

Datecb2: date when second callback received

Mediumid2: indicates whether second callback through voicemail or email

Certplusreal: job posting said certificant/credentials a plus, so some resumes sent randomized to have these credentials (missing if no credentials listed)

Certreqreql: job posting said certificate/credentials required, so all resumes listed these

Job_post_location: indicates where job posting was placed

Agency: =1 job posting by job agency, =0 if posted directly by company

Exp_highquality: high quality job experience listed

Exp_medquality: medium quality job experience listed

Exp_lowquality: low quality job experience listed

Callback: = 1 if callback (email or voice mail), 0 if not

Second_callback = 1 if second callback

Type: resume type (0 if all Canadian educ and experience, English names), 1 if all can educa and experience, foreign names, 2 if foreign names, can experience, foreign educ, 3 if foreign names, foreign educ, mostly foreign exp, 4 if foreign names, foreign educ, foreign experience

Chinese = 1 if Chinese name

Indian = 1 if Indian name

British: = 1 if resume from Britain (English name but UK experience or educ when applicable to resume type)

Pakistani = 1 if Pakistani name

Chn-Cdn: = 1 if first name English, last name Chinese

Ma: = 1 if ma listed

Fall_data: = 1 if data sent in fall (0 if summer)

Same_exp = 1 if company names the same, whether experience in Canada, china, or India

Note, your write-up need not be long: just be clear and concise.

Focus your data on resumes with all Canadian experience and education by dropping all 'immigrant resumes'”

Drop if type>1

Part I:

The focus of the analysis is on name discrimination

1) provide a table describing the data and discuss its general characteristics

2) provide evidence that names were randomly assigned by showing that type of name is not correlated with other resume characteristics

3) estimate the impact of having a foreign name on the likelihood of receiving a call back: Before generating results, write down the equation you are estimating, and describe how randomization addresses omitted variables bias concerns

4) explore whether the estimated effect differs by ethnicity type

5) explore whether the estimated effect differs by other characteristics (e.g. whether the applicant is male or female, whether the employer is an agency or not)

Part II:

Carry out a simple analysis of another resume effect other than name using the data. Discuss what your hypothesis is, present a set of results around this hypothesis and draw conclusions from your results.

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